



Commanding General Marine Corps Installations West Equal Opportunity Statement



People are the Marine Corps' most precious asset. That includes not just our Marines but also the Sailors and Civilian Marines who support us. Marine Corps Installations West is no different. Discrimination or harassment in any form diminishes us as an institution and affects our ability to accomplish our mission by reducing effectiveness and destroying trust. Discrimination and sexual harassment are violations of who we are and what we stand for as Marines. Every Marine, Sailor and Civilian Marine has an absolute right to be treated with dignity and respect. This is a leadership issue and I expect leaders to take a personal interest in ensuring that we adhere to the highest standards of conduct.

The preferred method to identify and correct discriminatory practices is the chain of command. If you are a victim of discrimination or sexual harassment you should tell the offender, verbally or in writing, that their conduct is offensive. If this action does not resolve the issue, notify your chain of command immediately. If you observe discrimination or sexual harassment, you also have an obligation to take appropriate action. The **Informal Resolution System (IRS)** is the preferred method for resolving these issues. Other options include Request Mast for formal complaints.

Reprisal, intimidation or further harassment as a result of a complaint will not be tolerated under any circumstances. If you believe you have been the victim of reprisal, you should notify your chain of command or your Equal Opportunity Representative immediately.

Commanders will ensure every member of their command is aware of and understands Marine Corps policy regarding equal opportunity and sexual harassment, the Informal Resolution System, Request Mast, and reprisal prevention. Ensure all complaints are promptly addressed, resolved and reported in accordance with current directives and regulations.

If you believe that you are a victim of discrimination or sexual harassment, notify your chain of command or your Equal Opportunity Representative. Civil service employees should contact their installation Equal Employment Opportunity Representative and non-appropriated fund employees should contact their Equal Employment Opportunity Representative as well.

We must continuously respect and preserve the dignity of those in our charge. Anything less is unacceptable.

Semper Fidelis.

MICHAEL R. LEHNERT

Major General
U.S. Marine Corps